

Message Text

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ACTION ARA-10

INFO OCT-01 ISO-00 AID-05 IGA-01 ABF-01 PER-01 MMS-01 SS-15

SP-02 /037 W

----- 045752

R 031545Z JUL 75

FM AMEMBASSY BOGOTA

TO SECSTATE WASHDC 9492

C O N F I D E N T I A L BOGOTA 6167

EO 11652: GDS

TAGS: AFSP AID CO

SUBJ: AID STAFFING AND RECOMMENDATIONS FOR REDUCTION

FOR DEPUTY UNDERSECRETARY FOR MANAGEMENT; ARA ASST SEC ROGERS,
AND AA/SER:MR. MANN FROM THE AMBASSADOR

REF: A) STATE AIDAC 150299; B) STATE AIDAC 038732 AND 105528;
C) BOGOTA 5366; D) STATE AIDAC 132032; AND E) BOGOTA A-34 OF
3/25/75

1. PURSUANT TO A SPECIFIC IG DIRECTIVE AND THE SPIRIT OF BOTH
THE PRESIDENTIAL DIRECTIVE OF OCT 14, 1974 ON MODE AND SECTION
15 OF PL 93-475, I SUBMITTED IN REF E MY RECOMMENDATIONS FOR
STAFF REDUCTIONS AT THIS MISSION AND CORRESPONDING COUNTRY
TEAM CONCURRENCES. THIS WAS SUBMITTED CONCOMITANT WITH THE CASP,
AND THE LATTER DOCUMENT ALSO INCORPORATES THESE CONTEMPLATED
REDUCTIONS IN THE RESOURCE ALLOCATION TABLES. AS FAR AS AID WAS
CONCERNED THE AID DIRECTOR AND I AGREED THAT REDUCTION IN THE
PERSONNEL CEILING WAS BOTH POSSIBLE AND DESIRABLE. ACCORDINGLY
REF E RECOMMENDED A REDUCTION IN THE OPRED/MODE CEILING FOR
USAID, AND IT WAS OUR DETERMINATION THAT THE RESULTING PATLQRN
WOULD ADEQUATELY REFLECT PRESENT AND EXPECTABLE PROGRAM REQUIRE-
MENTS. GIVEN COUNTRY TEAM AGREEMENT, USAID SUBMITTED APPROPRIATE
SPARS TO E SEVERAL POSITIONS WE AGREED WERE NO LONGER NEEDED.

2. IT WAS THEREFORE WITH SOME SURPRISE THAT I NOTED REF A RE
A "DIRECTED ASSIGNMENT" TO A POSITION WE HAD DETERMINED WE NO
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LONGER REQUIRED AND HAD E'D. WHILE WE FULLY UNDERSTAND THE

SIGNIFICANCE AND EXPLANATION OF THE POLICY OUTLINED REF B, I AM BOUND TO RAISE THE QUESTION OF THE APPLICATION OF THAT GENERAL WORLD-WIDE POLICY TO THE SPECIFIC CASE OF COLOMBIA WHERE WE HAVE UNDERTAKEN AN ACROSS-THE-BOARD PERSONNEL REDUCTION PURSUANT TO DIRECTIVES AND GENERAL CONGRESSIONAL INTENT. THE DIRECTED ASSIGNMENT COVERED BY REF A WAS MADE WITHOUT REFERENCE TO A-34 (REF E), AND APPEARS TO HAVE IGNORED OR NOT TAKEN INTO ACCOUNT MY DETERMINATIONS AND RECOMMENDATIONS.

3. REF A THEREFORE HAS IMPLICITLY RAISED AN IMPORTANT PRINCIPLE AND ISSUE, VIZ., ARE WE UNABLE TO REDUCE STAFF EVEN THOUGH WE HAVE DETERMINED THAT WE DO NOT REQUIRE CERTAIN POSITIONS? BECAUSE THIS SEEMS TO ME TO BE AN IMPORTANT POINT THAT SHOULD BE CLEARLY AND CONSCIOUSLY DECIDED, I BELIEVE THAT IT IS IMPORTANT TO CONSIDER THE BLISS ASSIGNMENT (REF A) IN TERMS OF THIS GENERAL PRINCIPLE. I AM THEREFORE WITHHOLDING MY CONCURRENCE ON THE BLISS NOMINATION PENDING CLARIFICATION OF THE DEEPER ISSUE. WHAT I THINK NEEDS EXPLICITLY TO BE ANSWERED ARE:

1) DOES THE DEPARTMENT REJECT OR APPROVE MY RECOMMENDATIONS FOR PERSONNEL REDUCTIONS CONTAINED IN REF E?

2) DO THE DEPARTMENT AND AID/W OVERRULE OUR CONCLUSION THAT THE PROGRAM OFFICER POSITION 0073/02 IS NOT PROGRAMATICALLY AND SUBSTANTIVELY REQUIRED, AND MY CONSEQUENT NON-CONCURRENCE IN ITS BEING FILLED?

3) ARE WE TO BE UNABLE TO REDUCE PERSONNEL BY ELIMINATING POSITIONS WE HAVE DETERMINED WE DO NOT SUBSTANTIVELY REQUIRE?
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Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: n/a
Control Number: n/a
Copy: SINGLE
Draft Date: 03 JUL 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: GolinoFR
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975BOGOTA06167
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Film Number: D750232-0032
From: BOGOTA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19750784/aaaacwwz.tel
Line Count: 91
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION ARA
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: 75 STATE AIDAC 150299, 75 STATE AIDAC 038732, 75 AND 105528
Review Action: RELEASED, APPROVED
Review Authority: GolinoFR
Review Comment: n/a
Review Content Flags:
Review Date: 05 SEP 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <05 SEP 2003 by ShawDG>; APPROVED <17 NOV 2003 by GolinoFR>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
06 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: AID STAFFING AND RECOMMENDATIONS FOR REDUCTION FOR DEPUTY UNDERSECRETARY FOR MANAGEMENT; ARA ASST SEC ROGERS
TAGS: AFSP, CO, AID
To: STATE
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 06 JUL 2006